Dealing With Harassment:

Tell the harasser, either verbally or in writing, that his or her behavior is not welcome and you want it to stop.

You may make a complaint to:

Miami-Dade County Office of Human Rights and Fair Employment Practices

111 NW 1st St., 22nd Floor

Miami, FL 33128

Phone: 305-375-2784 Fax: 305-375-2114

Email: OFEP@miamidade.gov

www.miamidade.gov/humanrights

Your department's Fair Employment Practices

Liaison

Equal Employment Opportunity Commission

Two Biscayne Blvd., Ste. 2700

Miami, FL 33131

Phone: 305-808-1740

Florida Commission on Human Relations

2009 Apalachee Pkwy, Ste 100,

Tallahassee, FL 32301 Phone: 850-488-7082

What is Sexual Harassment?



Carlos A. Gimenez Mayor

Board of County Commissioners

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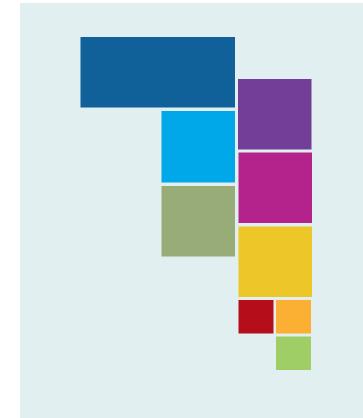
District 7

Carlos Lopez-Cantera Property Appraiser

Robert A. Cuevas Jr.

County Attorney







at Miami-Dade County



Miami-Dade County Office of Human Rights and Fair Employment Practices

It is the policy of Miami-Dade County that all employees enjoy a work environment that is free from discrimination and harassment, including harassment based on sex or sexual orientation. Sexual harassment is unwanted sexual advances, sexual conduct or other verbal or physical conduct of a sexual nature that affects an individual's employment.

There are three types of sexual harassment:

Quid pro quo sexual harassment occurs when an individual submits to sexual advances in exchange for some employment benefit such as a promotion or when the individual refuses to submit to sexual advances and is denied an employment benefit.

Gender stereotype harassment occurs when an employer, co-worker or supervisor harasses an individual because he or she does not conform to the typical male or female stereotype. For example, it is illegal to taunt, tease, or bully a male employee because he is effeminate, or a female employee because she does not wear make-up.

Hostile work environment harassment

occurs when there is verbal or physical conduct of a sexual nature which unreasonably interferes with an individual's job performance or creates a hostile, intimidating or offensive work environment. The harassment must be severe or pervasive; this means that there must be a pattern of offensive conduct or frequent incidents of harassment. Typically, a single incident is not sufficient unless it is extremely serious.

Conduct that could create a hostile work environment might include:

Verbal:

 sexual advances, requests for sexual favors, sexual jokes, spreading sexual rumors, remarks about a person's body or clothing

Nonverbal:

 leering, whistling, suggestive or insulting sounds, gestures, posting sexually denigrating pictures on office walls or computers

Physical:

 touching the body (e.g. grabbing, kissing, brushing, patting, pinching)

Facts about sexual harassment:

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or a non-County employee.
- The victim does not have to be the person harassed, but could be anyone affected by the offensive conduct.
- Unlawful sexual harassment may occur without economic injury to or termination of the victim.
- Harassment is not limited to County work hours or premises. It can occur at a conference, restaurant, office holiday party or other work-related social event.

What is Sexual Harassment?